



Reshaping the NASA Workforce

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Reshaping the NASA Workforce

STRATEGIC HUMAN CAPITAL MANAGEMENT

NASA Human Resources Community ...

- **Office of Human Capital Management (OHCM) at HQ (corporate role)**
- **Human Resources Offices at Centers (operational role)**
- **Together work to support Center-specific and overall Agency human capital management needs**



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NASA in process of major workforce transformation to implement the Vision for Space Exploration (VSE) and Other NASA missions

Agency Workforce Challenges

- **Short-term**
 - **Uncovered capacity/Balance work among Centers**
 - **Shuttle Program transition**
 - **Aeronautics Program reshaping**
- **Long-term**
 - **Ensure workforce is viable, in size and composition, to support VSE and NASA missions in dynamic environment over the long term**
- **Number of activities underway to address challenges**
 - **Inter-connected**
 - **Broad spectrum of Agency organization engaged**
 - **Agency human resources community plays integral part**



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Uncovered capacity/Balance work among Centers

- **In September 2004, OHCM formed Transformation Action Team to address workforce components not assigned to funded requirements (uncovered capacity)**
- **Team identified tools to facilitate transfer of workforce, where desirable**
- **Efforts resulted in buyouts, early outs and transfers but did not resolve total imbalance**



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Uncovered capacity/Balance work among Centers (cont.)

- **In August 2005, a more aggressive plan initiated to further reduce uncovered capacity and ensure healthy NASA Centers**
 - **Focus on near-term uncovered capacity (FY06 – FY07)**
 - **Identify work suitable for transfer**
- **Opportunity to balance work among Centers and strengthen Agency ability to carry out the Vision for Space Exploration and other Agency missions**
 - **By enhancing technical competencies at uncovered capacity Centers without impact to core competencies at Centers currently performing work**



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Shuttle Program Transition Planning

- **Activity led by Space Operations Mission Directorate with HQ and Center participation**
- **Members of human resources community participating**
- **Alignment with Systems Engineering and Institutional Transitions Team (SEITT) activity**



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Systems Engineering and Institutional Transitions Team (SEITT)
Workforce Sub-Team to develop and document long-term workforce strategy

- **Identify current state challenges and opportunities**
- **Define Agency framework and guidance for workforce planning**
- **Identify workforce competencies necessary to assure success of Vision for Space Exploration and other NASA missions**
- **Identify high-level workforce transition strategies and flexibilities to facilitate transition of workforce to future Agency needs**



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Systems Engineering and Institutional Transitions Team (SEITT) Workforce Sub-Team (cont.)

- **OHCM/HR Community**
 - Integral part of SEITT workforce sub-team
 - Strengthening NASA workforce planning community of practice
 - Will refine, implement, and institutionalize workforce transition strategies, tools, and flexibilities identified by SEITT activity
- **OHCM will lead implementation and institutionalization activities working with Center HR offices, coordinating with HQ and Center management, and reporting to senior management on progress**